



DEPUTY SECRETARY OF DEFENSE
1010 DEFENSE PENTAGON
WASHINGTON, DC 20301-1010

DEC 2 2005

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
UNDER SECRETARY OF DEFENSE FOR ACQUISITION,
TECHNOLOGY AND LOGISTICS
UNDER SECRETARY OF DEFENSE FOR
COMPTROLLER
UNDER SECRETARY OF DEFENSE FOR PERSONNEL
AND READINESS

SUBJECT: Defense Integrated Military Human Resource System (DIMHRS)
Implementation Decision

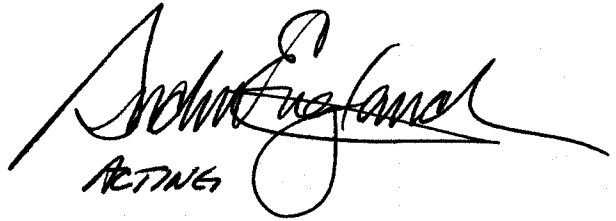
Thank you for your participation in the DIMHRS assessment and decision discussion on December 1, 2005 at the Defense Business Systems Management Committee's monthly meeting. Based on the finding that DIMHRS appears to be a viable solution to the Department's personnel and pay problems, the following actions are directed:

- DIMHRS program implementation will immediately transfer to the authority of the Defense Business Systems Acquisition Executive (DBSAE);
- The DBSAE will implement an acquisition program management structure to include Service-specific program managers with the responsibility for implementation of DIMHRS in the Army, Air Force, and Navy respectively;
- Each Service Secretary will designate a senior person with the appropriate authority to bridge the FM and M&RA communities within his Service to assure that issues are resolved promptly consistent with the DIMHRS program objectives;
- Enterprise-wide standards for integrated personnel and pay will be managed by the Business Transformation Agency (BTA) as documented in the Business Enterprise Architecture (BEA) and enforced by Investment Review Boards under the direction of the DBSMC;
- The Army will continue to implement DIMHRS while refining cost and schedule estimates for completion;



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- The Air Force will initiate their DIMHRS assessment immediately using the Army configured solution as the baseline;
- The Navy will plan to begin their assessment by February, 2006. The Navy assessment needs to include an assessment of the applicability/benefit of extending DIMHRS to the Marine Corps as an ultimate replacement for the Marine Corps Total Force System (MCTFS).



Andrew G. England
ACTING

cc: Deputy Under Secretary of Defense (Financial Management)
Deputy Under Secretary of Defense (Business Transformation)